

CLAIMS

What is claimed is:

1. A computer based method for acquiring life history information from an applicant for employment to minimize positive response bias and enhance the veracity of the acquired life history information, comprised of:

presenting to the applicant a collection of questions related to at least one life event, the question collection being comprised of a revealed stem question and at least one hidden branch question, the hidden branch question being related to the stem question;

receiving from the applicant a response to the stem question and storing the stem question response in a computer database;

based on the stem question response, automatically determining whether to present the at least one hidden branch question to the applicant; and

if the at least one hidden branch question is to be presented to the applicant, revealing the branch question to the applicant, receiving from the applicant a response to the branch question and storing the branch question response in the computer database.

2. The method of claim 1, wherein the applicant is an applicant for a law enforcement, criminal justice or public safety employment.

3. The method of claim 1, wherein the occurrence of the life event is relevant

to predicting a predefined outcome for the applicant.

4. The method of claim 3, wherein the predefined outcome is an objective outcome.

5. The method of claim 3, wherein the predefined outcome is a negative outcome.

6. The method of claim 5, wherein the predefined negative outcome is an objective outcome.

7. The method of claim 6, wherein the predefined objective, negative outcome is failure to complete training.

8. The method of claim 6, wherein the predefined objective, negative outcome is receipt of a predefined disciplinary action.

9. The method of claim 6, wherein the predefined objective, negative outcome is notification of a performance deficiency.

10. The method of claim 1, wherein the response to the at least one question is comprised of descriptive information.

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The method of claim 1, wherein the response to the at least one question is

comprised of descriptive information.

11. The method of claim 1, wherein the response to the at least one hidden branch question is relevant to at least one negative indicator.

12. The method of claim 10, wherein the negative indicator is a critical item.

13. The method of claim 10, wherein the occurrence of the negative indicator is relevant to predicting a predefined outcome for the applicant.

14. The method of claim 1, wherein the stem question response cannot be altered by the applicant after completion of the question collection.

15. A computer readable medium comprising software for acquiring life history information from an applicant for employment to minimize positive response bias and enhance the veracity of the acquired life history information, wherein the software instructs a computer to:

present to the applicant a collection of questions related to at least one life event, the question collection being comprised of a revealed stem question and at least one hidden branch question, the hidden branch question being related to the stem question;

receive from the applicant a response to the stem question and storing the stem question response in a computer database; based on the stem question response, automatically determine whether to present the at least one hidden branch question to the applicant; and

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if the at least one hidden branch question is to be presented to the applicant, reveal the branch question to the applicant, receiving from the applicant a response to the branch question and storing the branch question response in the computer database.

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16. A method for automatically predicting a predefined outcome for an applicant for employment, comprising:

receiving life history information about the applicant and storing the life history information in a computer database;

identifying one or more predefined negative indicators, wherein each negative indicator is based on the life history information and is relevant to predicting the predefined outcome;

predicting the predefined outcome based on the occurrence of the one or more negative indicators.

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17. The method of claim 15, wherein the negative indicator is a critical item.

18. A method for automatically predicting a predefined outcome for an

20 applicant for employment, comprising:

receiving life history information about the applicant and storing the life history information in a computer database;

determining the existence of a plurality of predefined life events based on the life history information;

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identifying one or more predefined negative indicators, wherein each negative indicator is based on the plurality of predefined life events and is relevant to predicting the predefined outcome; and predicting the predefined outcome based on the occurrence of the one or more negative indicators.

19. The method of claim 17, wherein the negative indicator is a critical item.

20. A method for automatically predicting a predefined outcome for an applicant for employment, comprising:
receiving life history information about the applicant and storing the life history information in a computer database;
identifying one or more predefined critical items, wherein each critical item is based on the life history information and is relevant to predicting the predefined outcome;
assigning a value to each of the one or more critical items and predicting the predefined outcome based on values of the one or more critical items.

21. A method for automatically predicting a predefined outcome for an applicant for employment, comprising:
receiving life history information about the applicant and storing the life history information in a computer database;

identifying one or more predefined critical items, wherein each critical item is based on the life history information and is relevant to predicting the predefined outcome;

assigning a predefined value to each of the one or more critical items;

5 calculating a risk score based on each of the one or more critical items; and
predicting the predefined outcome based on the risk score.

22. A method for automatically predicting a predefined outcome for an applicant for employment, comprising:

10 receiving life history information about the applicant and storing the life history information in a computer database;

determining the existence of a plurality of predefined life events based on the life history information;

15 identifying one or more predefined critical items, wherein each critical item is:
based on the plurality of predefined life events;

relevant to predicting the predefined outcome; and

is associated with one of a plurality of predefined life event types;

assigning a predefined value to each of the one or more critical items and

20 calculating one or more event type indices for each of the plurality of predefined life event types based on:

the value assigned to each of the one or more critical life events; and

the life event type with which each of the one or more critical items is associated;

predicting the predefined outcome based on the one or more calculated event type indices.

23. A method for automatically predicting a predefined outcome for an applicant for employment, comprising:

receiving life history information about the applicant and storing the life history information in a computer database;

identifying one or more predefined critical items, wherein each critical item is:

based on the life history information;

relevant to predicting the predefined outcome; and

is associated with one of a plurality of predefined life event types;

assigning a predefined value to each of the one or more critical items; and

calculating one or more event type indices for each of the plurality of predefined life event types based on:

the value assigned to each of the one or more critical items;

the life event type with which each of the one or more critical items is associated;

calculating a risk score based on each of the one or more event type indices;

predicting the predefined outcome based on the risk score.

24. A method for automatically predicting a predefined outcome for an applicant for employment, comprising:

receiving life history information about the applicant and storing the life history

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information in a computer database;
determining the existence of a plurality of predefined life events based on the life
history information;
identifying one or more predefined critical items, wherein each critical item is:
5 based on the plurality of predefined life events;
relevant to predicting the predefined outcome; and
is associated with one of a plurality of predefined life event types;
assigning a predefined value to each of the one or more critical items; and
calculating one or more event type indices for each of the plurality of predefined
10 life event types based on:
the value assigned to each of the one or more critical life events;
the life event type with which each of the one or more critical life events is
associated;
calculating a risk score based on each of the one or more event type indices;
15 predicting the predefined outcome based on the risk score.

25. The method of claim 15, wherein the applicant is an applicant for law
enforcement, criminal justice or public safety employment.

20 *Sub ab* 26. The method of claim 15, wherein the predefined outcome is an objective
outcome.

27. The method of claim 15, wherein the predefined outcome is a negative

outcome.

28. The method of claim 26, wherein the predefined negative outcome is an objective outcome.

29. The method of claim 27, wherein the predefined objective, negative outcome is the applicant's failure to complete training.

30. The method of claim 26, wherein the predefined objective, negative outcome is the applicant's receipt of a predefined disciplinary action.

31. The method of claim 26, wherein the predefined objective, negative outcome is notification of a performance deficiency.

32. The method of claim 26, wherein the predefined life event type is selected from the group consisting of an employment event, a criminal event or a substance event.

33. The method of claim 16, wherein the predicting of the occurrence of a predefined outcome is further based on weighted psychometric data.

34. A computer readable medium comprised of software for automatically predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

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receive life history information about the applicant and store the life history information in a computer database;

identify one or more predefined negative indicators, wherein each negative indicator is based on the life history information and is relevant to predicting the predefined outcome;

predict the predefined outcome based on the occurrence of the one or more negative indicators.

35. The computer readable medium of claim 32, wherein the negative indicator is a critical item.

36. A computer readable medium comprised of software for automatically predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

receive life history information about the applicant and store the life history information in a computer database;

determine the existence of a plurality of predefined life events based on the life history information;

identify one or more predefined negative indicators, wherein each negative

indicator is based on the plurality of predefined life events and is relevant to predicting the predefined outcome; and

predict the predefined outcome based on the occurrence of the one or more negative indicators.

37. The computer readable medium of claim 34, wherein the negative indicator is a critical item.

5 38. A computer readable medium comprised of software for automatically predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

receive life history information about the applicant and store the life history information in a computer database;

10 identify one or more predefined critical items, wherein each critical item is based on the life history information and is relevant to predicting the predefined outcome;

assign a value to each of the one or more critical items and

predict the predefined outcome based on values of the one or more critical items.

15 39. A computer readable medium comprised of software for automatically predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

20 receive life history information about the applicant and store the life history information in a computer database;

identify one or more predefined critical items, wherein each critical item is based on the life history information and is relevant to predicting the predefined outcome;

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assign a predefined value to each of the one or more critical items;
calculate a risk score based on each of the one or more critical items; and
predict the predefined outcome based on the risk score.

5 40. A computer readable medium comprised of software for automatically
predicting a predefined outcome for an applicant for employment, wherein the software
instructs a computer to:

receive life history information about the applicant and store the life history
information in a computer database;

10 determine the existence of a plurality of predefined life events based on the life
history information;

identify one or more predefined critical items, wherein each critical item is:

based on the plurality of predefined life events;

relevant to predicting the predefined outcome; and

15 is associated with one of a plurality of predefined life event types;

assign a predefined value to each of the one or more critical items and

calculate one or more event type indices for each of the plurality of predefined life
event types based on:

the value assigned to each of the one or more critical life events; and

20 the life event type with which each of the one or more critical items is
associated;

predict the predefined outcome based on the one or more calculated event type
indices.

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41. A computer readable medium comprised of software for automatically predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

5 receive life history information about the applicant and store the life history information in a computer database;

identify one or more predefined critical items, wherein each critical item is:

based on the life history information;

relevant to predicting the predefined outcome; and

10 is associated with one of a plurality of predefined life event types;

assign a predefined value to each of the one or more critical items; and

calculate one or more event type indices for each of the plurality of predefined life event types based on

the value assigned to each of the one or more critical items;

15 the life event type with which each of the one or more critical items is associated;

calculate a risk score based on each of the one or more event type indices;

predict the predefined outcome based on the risk score.

20 42. A computer readable medium comprised of software for automatically predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

receive life history information about the applicant and store the life history

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information in a computer database;
determine the existence of a plurality of predefined life events based on the life
history information;
identify one or more predefined critical items, wherein each critical item is:
5 based on the plurality of predefined life events;
relevant to predicting the predefined outcome; and
is associated with one of a plurality of predefined life event types;
assign a predefined value to each of the one or more critical items; and
calculate one or more event type indices for each of the plurality of predefined life
10 event types based on:
the value assigned to each of the one or more critical life events;
the life event type with which each of the one or more critical life events is
associated;
calculate a risk score based on each of the one or more event type indices;
15 predict the predefined outcome based on the risk score.

43. A computer based method for acquiring life history information from an
applicant for employment to minimize positive response bias and enhance the veracity of
the acquired life history information, and predicting a predefined outcome for an
20 applicant for employment, comprised of:
presenting to the applicant a collection of questions related to at least one life
event, the question collection being comprised of a revealed stem question
and at least one hidden branch question, the hidden branch question being

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related to the stem question;

receiving from the applicant a response to the stem question and store the stem question response in a computer database;

based on the stem question response automatically determining whether to present the at least one hidden branch question to the applicant;

if the at least one hidden branch question is to be presented to the applicant, revealing the branch question to the applicant, receiving from the applicant a response to the branch question and store the branch question response in the computer database;

identifying one or more predefined negative indicators based on the life history information, wherein each negative indicator is based on the life history information and is relevant to predicting the predefined outcome; predicting the predefined outcome based on the occurrence of the one or more negative indicators.

44. The method of claim 41, wherein the negative indicator is a critical item.

45. A computer readable medium comprised of software for acquiring life history information from an applicant for employment to minimize positive response bias and enhance the veracity of the acquired life history information, and predicting a predefined outcome for an applicant for employment, wherein the software instructs a computer to:

present to the applicant a collection of questions related to at least one life event,

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the question collection being comprised of a revealed stem question and at least one hidden branch question, the hidden branch question being related to the stem question;

receive from the applicant a response to the stem question and store the stem question response in a computer database;

based on the stem question response, automatically determining whether to present the at least one hidden branch question to the applicant;

if the at least one hidden branch question is to be presented to the applicant, revealing the branch question to the applicant, receiving from the applicant a response to the branch question and store the branch question response in the computer database;

identify one or more predefined negative indicators based on the life history information, wherein each negative indicator is based on the life history information and is relevant to predicting the predefined outcome;

predict the predefined outcome based on the occurrence of the one or more negative indicators.

46. The method of claim 43, wherein the negative indicator is a critical item.

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